Managing Organizational Change

Course Description

Most executives, managers and team leaders are hearing the message we must change! However, few know what to change or have the skills to lead their organization in the direction of positive change. Typically, major changes are pushed through in response to budget cuts or a need to increase productivity. Unfortunately, such change is reactionary, short-term and only a quick-fix solution. This **two-day** course identifies bold strategies that are vital for the success of your organization.

Learning Objectives

Expected outcomes include:

- Visionary Leadership Examine the myths of leadership and develop an awareness of others' concerns, expectations and energy required to adapt to change.
- **Developing Team Skills** Recognize behavior impacts on team dynamics and how to assess your organization's strengths and needs.
- Creating Vision Learn a transformation process to move your organization toward the vision. Discover why some employees are urgent to move toward the vision while others will resist.
- Turning Vision Into Reality Learn how achieving change is a continuous process of becoming the best you can be and then working at getting better.

Professional Qualifications



Marsha Bailey, of the Effectiveness Institute and a partner of Team Technologies, has over twenty years' experience helping private and public organizations successfully utilize change as a positive opportunity. Marsha is an invaluable resource to Washington State employees facing challenges in today's competitive and changing environment. Marsha is well known for her strengths in delivering programs with enthusiasm and humor. She effectively energizes her audience through the use of industry related stories and

personal experiences. Marsha's extensive training, program development and keynote speaking experience with public agencies include the Department of Justice, Immigration and Naturalization, the Washington State Department of Labor and Industries and the Washington State Board of Insurance Appeals.

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